

## POSTDOCTORAL RESIDENCY PROGRAM TABLES

Date Program Tables are Updated: 9/8/2022

### Program Disclosures:

<i>Does the program or institution require students, trainees, and/or staff (faculty) to comply with specific policies or practices related to the institution's affiliation or purpose? Such policies or practices may include, but are not limited to, admissions, hiring, retention policies, and/or requirements for completion that express mission and values?</i>	<input type="checkbox"/> YES <input checked="" type="checkbox"/> NO
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### Postdoctoral Program Admissions:

*Briefly describe in narrative form important information to assist potential applicants in assessing their likely fit with your program. This description must be consistent with the program's policies on intern selection and practicum and academic preparation requirements:*

#### **Program Eligibility:**

All applicants to the Postdoctoral Clinical Neuropsychology Residency Program must have obtained a doctoral degree in Clinical or Counseling Psychology from a graduate program approved by American Psychological Association (APA), the Psychological Clinical Science Accreditation System (PCSAS), or the Canadian Psychological Association (CPA) at the time the program was completed. The applicant is expected to have completed an internship program accredited by APA or CPA or have completed a VA-sponsored internship.

*To be considered for any of our postdoctoral residency positions an applicant must:*

1. Have completed all requirements for the doctoral degree, in Clinical or Counseling Psychology, including internship and dissertation.
  - a. Department of Veterans Affairs requires that the applicant's doctoral degree and internship be completed at programs accredited by the American Psychological Association.
2. Be a US citizen. VA is unable to consider applications from anyone who is not currently a U.S. citizen. Verification of citizenship is required following selection and all of our incoming postdoctoral residents must complete a Certification of Citizenship in the United States prior to starting training.
3. Be aware that VA employment requires males born after December 31, 1959, must have registered for the draft by age 26. Male applicants sign a pre-appointment Certification Statement of Selective Service Registration before they can be processed into a training program.
4. Be aware that residents are subject to fingerprinting and background checks. Selection decisions are contingent on passing these screens.
5. Know that the VA strives to be a drug-free workplace. Residents are not drug-tested prior to their appointment. However, all residents are subject to random drug testing throughout their VA appointment period. You will be asked to sign an acknowledgment form stating you are aware of this VA practice. This form authorizes your drug test results to be shared with VA

officials and others who have a need to know. Failure to sign the authorization form may result in disciplinary action up to and including removal.

### **Selection Process**

We are seeking applicants who have strong skills in assessment, intervention, consultations, and possess prior clinical experience and specific interest in clinical neuropsychology. Applicants should have adequate academic preparation and have acquired *Profession-Wide Competencies* in context of service provision to adult patients/clients. Pediatric neuropsychology background is not required or expected. Applicants should have received individual supervision with direct observation of their clinical work within their graduate program and pre-doctoral internship and should meet eligibility requirements for VA employment. Applicants should also have the personal characteristics necessary to function well as a doctoral-level professional within a medical center and within interdisciplinary treatment settings. Our selection criteria specifically focus on educational background, prior clinical training and experience, letters of recommendation and the ability of the applicant to articulate their training goals and professional aspirations that we feel are consistent with the Residency Program and with VA mission. We seek the best fit between applicants and our training program.

The selection committee for is composed of the Neuropsychology Training Group, a 9-member group of supervisors that includes the Postdoctoral Residency Training Director (Steve Castellon, Ph. D). The selection committee evaluates the following criteria: (1) Breadth and quality of prior general clinical training, (2) Quality and extent of specialized training in clinical neuropsychology, (3) Strength and quality of letters of recommendation, (4) Quality and scope of research productivity, (5) A clear and thoughtful writing style in application materials and sample reports, (6) Goodness of fit between the applicant's professional goals and program training objectives, and (7) Evidence of personal maturity and accomplishments. A successful candidate almost always has substantial academic and clinical experience within neuropsychology, with preference given to candidates who have completed their doctoral and internship training that meets the Houston Conference guidelines for training in Clinical Neuropsychology (for details [http://www.theaacn.org/position\\_papers/houston\\_conference.pdf](http://www.theaacn.org/position_papers/houston_conference.pdf) ).

Historically, most interviewing of top applicants has taken place on site, at the West Los Angeles VA. Due to Covid-19, however, we anticipate a much greater use of video teleconferencing, as we keep a close eye on safety and practicality of traveling and meeting in groups. At the current time (early Fall 2022) we anticipate having two Neuropsychology Recruitment Events (where applicants meet faculty and hear more about training opportunities, meet with current NP postdocs, and then interview with one or more faculty) on December 14th and 16th. If an applicant cannot attend one of these events, we will do our best to arrange individual interviews. Following the December 16th recruitment event, our Neuropsychology Training Group will rank order applicants and an offer will be extended to the top applicant(s). Offers will be extended as soon as possible after committee consensus is reached and could be made as early as late December. If offers are not accepted, we will continue to extend offers down the rank-ordered list until the positions are filled. Positions will remain open until filled.

### **Describe any other required minimum criteria used to screen applicants:**

Our procedures for postdoctoral resident recruitment and selection are governed by the Department of Veterans Affairs, the American Psychological Association (APA), and the Association of Psychology Postdoctoral and Internship Centers (APPIC). Our training programs are committed to creating a

supportive learning environment for individuals of diverse backgrounds, and as a federal agency, we abide by the U.S. Government Equal Employment Opportunity (EEO) and Reasonable Accommodation policies. The Psychology Postdoctoral Residency Program follows a policy of selecting the most qualified candidates and is an Equal Opportunity Employer. Our commitment to diversity includes attempting to ensure an appropriate representation of individuals along many dimensions, including (but not limited to) gender, sexual orientation, age, ethnic/racial minorities, and persons with disabilities. We have a commitment to the enhancement of diversity within our training programs.

#### Financial and Other Benefit Support for the Upcoming Training Year

Annual Stipend/Salary for Full-time Residents	Year 1: 52,911 Year 2: 55,711
Annual Stipend/Salary for Half-time Residents	N/A
Program provides access to medical insurance for resident?	Yes
Trainee contribution to cost required?	Yes
Coverage of family member(s) available?	Yes
Coverage of legally married partner available?	Yes
Coverage of domestic partner available?	No
Hours of Annual Paid Personal Time Off	104 hours/year
Hours of Annual Paid Sick Leave	104 hours/year
In the event of medical conditions and/or family needs that require extended leave, does the program allow reasonable unpaid leave to interns/residents in excess of personal time off and sick leave?	YES <u>X</u> NO _____
<b>Other Benefits (please describe):</b> Residents get 11 paid Federal Holidays, 5 Authorized Absence Days for educational activities, and they are eligible for life insurance. Unfortunately, the VA no longer covers vision and dental insurance. Premiums are withheld from stipends on a pre-tax basis. 2023 Plan Information for California located at following address: <a href="https://www.opm.gov/healthcare-insurance/healthcare/planinformation/plans/2023/state/ca">https://www.opm.gov/healthcare-insurance/healthcare/planinformation/plans/2023/state/ca</a> .	